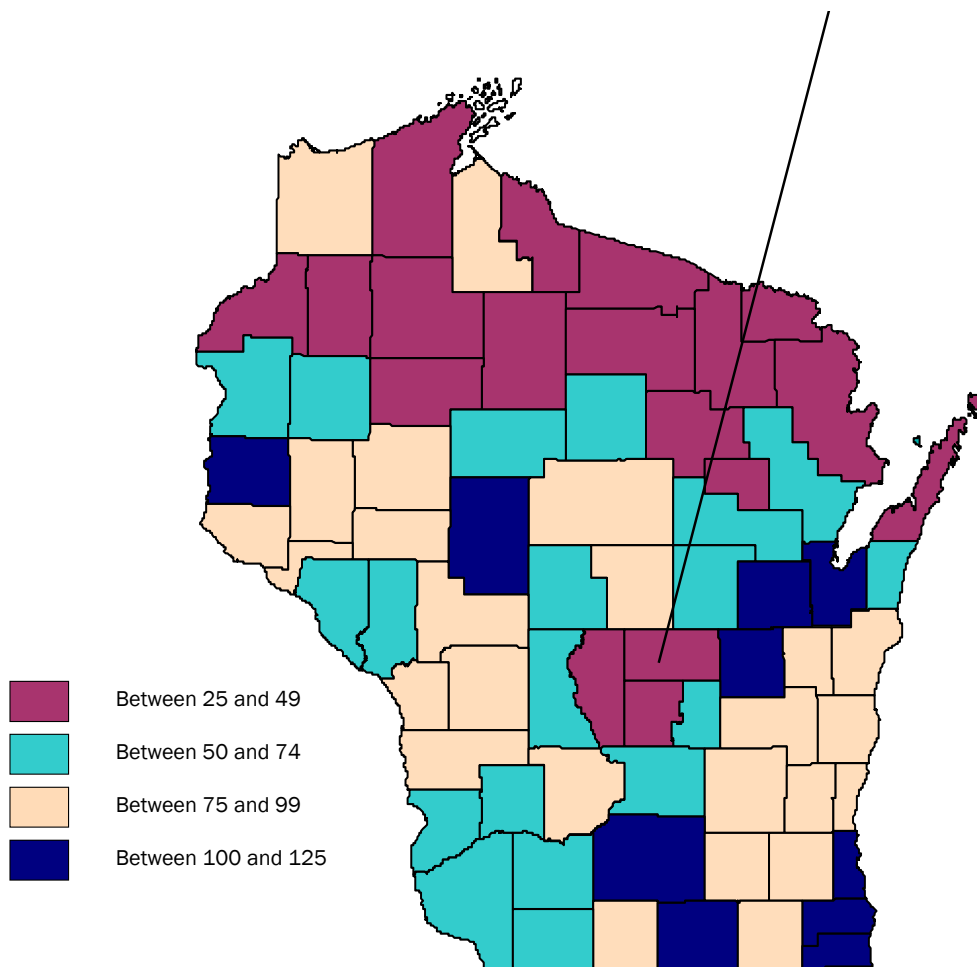


# Waushara County Workforce Profile



The number of residents aged 25-29 years for every  
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



## County Population

Although population in Waushara County has grown 7.5 percent since the census, a large portion of the growth is due to the addition of the prison in Red Granite which houses approximately 750 inmates. Without the prison, the county growth rate would still be a healthy increase of four plus percent and would still be above state and national growth rates for the time period.

### Total Population

	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
<b>United States</b>	281,421,906	292,287,454	10,865,548	3.9%
<b>Wisconsin</b>	5,363,704	5,532,000	168,296	3.1%
<b>Waushara County</b>	23,066	24,806	1,740	7.5%
<b>Largest Municipalities</b>				
Marion, Town	2,065	2,163	98	4.7%
Wautoma, City	1,998	2,115	117	5.9%
Redgranite, Village	1,040	2,019	979	94.1%
Springwater, Town	1,389	1,420	31	2.2%
Leon, Town	1,281	1,389	108	8.4%
Wautoma, Town	1,312	1,347	35	2.7%
Dakota, Town	1,259	1,265	6	0.5%
Mount Morris, Town	1,092	1,121	29	2.7%
Aurora, Town	971	1,061	90	9.3%
Bloomfield, Town	1,018	1,045	27	2.7%

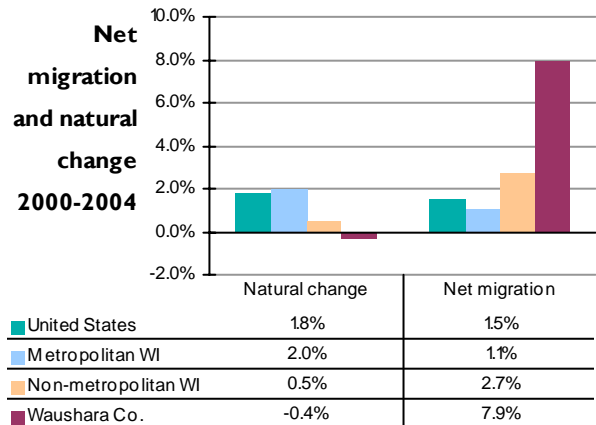
Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

The doubling of population in the village of Red Granite is primarily the result of the prison. While the majority of the increase may be from the institutionalized population, it is probably safe to assume that some of the population increase there and in the surrounding communities is the result of new jobs created by the prison. This will most likely have a ripple affect on additional jobs as businesses may move or expand in the area to provide services for the new population.

The two sources of population growth are natural increase (births minus deaths) and net migration which counts the number of residents moving into the county and subtracts the number moving out of the area.

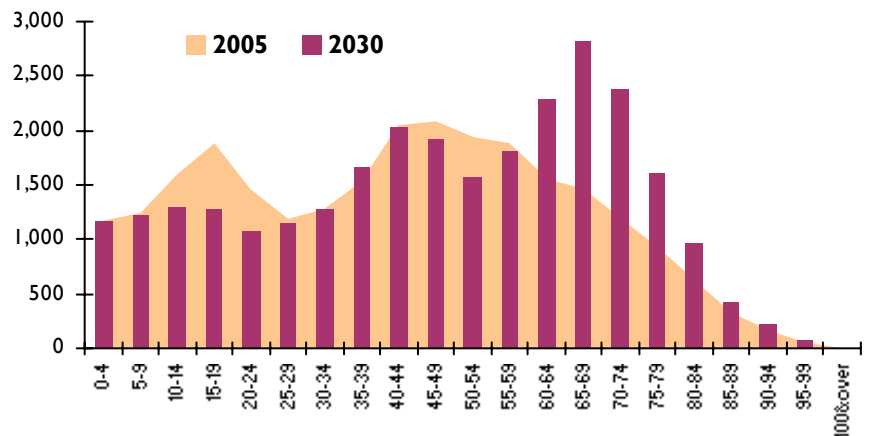
It is not surprising to see how much growth in the county came from net-migration with the prison opening. While the county increased due to net migration, the county had a loss in population due to natural increase as the number of deaths in the county exceeded births over the period. This, in part, is due to an older aged population in the county that is aging beyond the prime child-bearing years. The median age at the 2000 Census was 42.1, almost seven years older than the nation's median age and six years past the statewide average.

The presence of an older population is depicted on the chart on the bottom of the page. It show what the county looks like by age group now and what the county will look like in 2030. At that time, a very



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

### Population by Age Groups in Waushara County



Source: WI Dept. of Administration, Demographic Services

# Future Population and Labor Supply

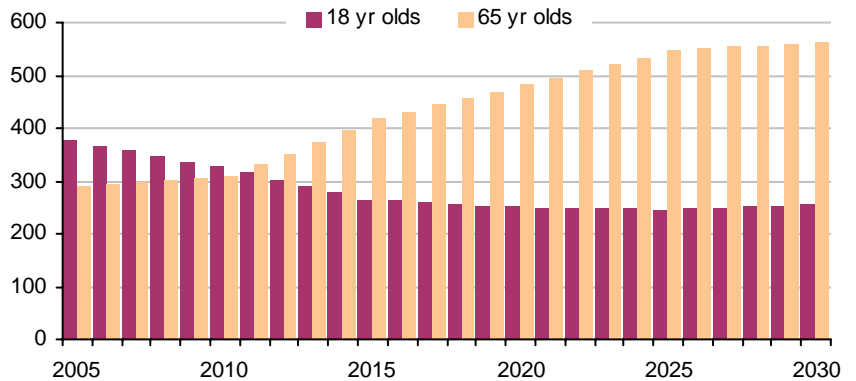
large portion of the county will be in the retirement portion of their lives with a much smaller portion of the population entering labor force age to replace these workers. The graph on the right displays this with a greater sense of urgency. By 2010, the county will have a larger portion of the population reaching retirement age than it will have individuals reaching labor force age.

Not all 18-year olds enter the labor market just as not all retirements occur at 65. The degree that the population participates in the labor force is called the labor force participation rate and it varies by location, age, sex, race, and ethnicity.

Labor force participation is highest in the middle age groups. This is great when most of the population is middle-aged. Nationally, labor force participation is increasing faster among the non-white populations while it is declining in white populations. Participation is also increasing in the older age groups.

However, it is very probable that a large portion of the population reaching age 65 will retire, or look for jobs offering more flexibility in scheduling and less stress.

Convergence of 18 & 65 year old population in Waushara County

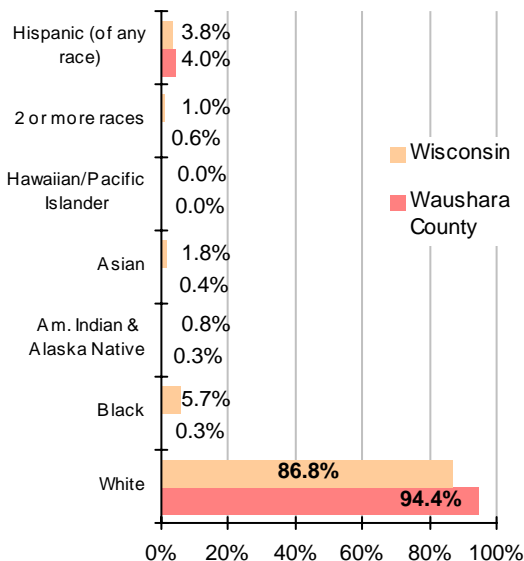


Source: WI Dept. of Administration, Demographic Services

This population will also be looking for additional and different types of products and services than they currently use.

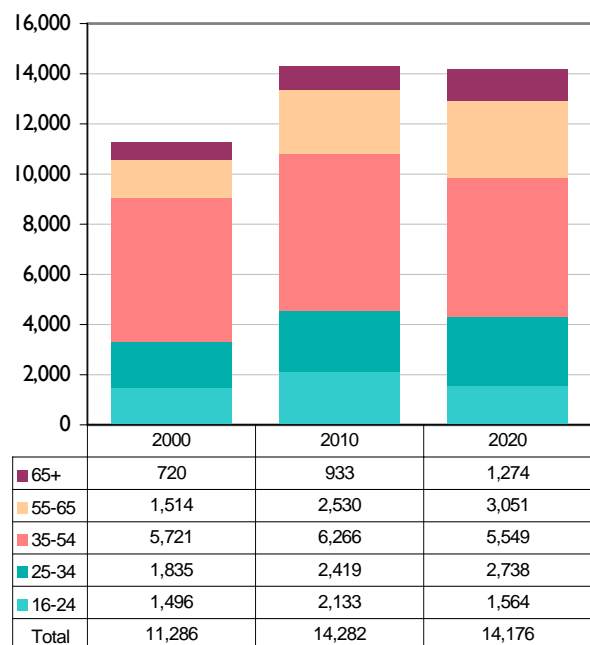
These changes will provide challenges to businesses as they look for replacement workers and deal with how to recruit new workers for economic expansion in the area.

Race and ethnic distribution



Source: U.S. Census 2000, SF-3, table P-6

Waushara County Labor Force Projections by Age



Decade change 21.1% 26.5% -0.7%

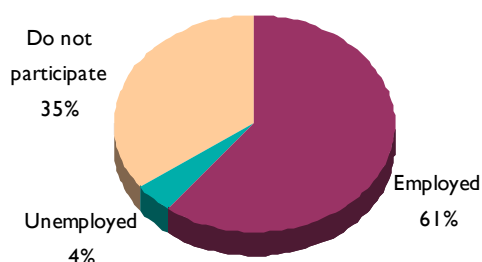
Source: DWD, Office of Economic Advisors, August 2004

## Current Labor Force

Labor force participation represents the share of population that is 16 years old and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

choose not to work including retirees, as well as those not able to participate at this time. As the population ages, more retirees will be included in the category of choosing not to work and labor force participation rates will decline.

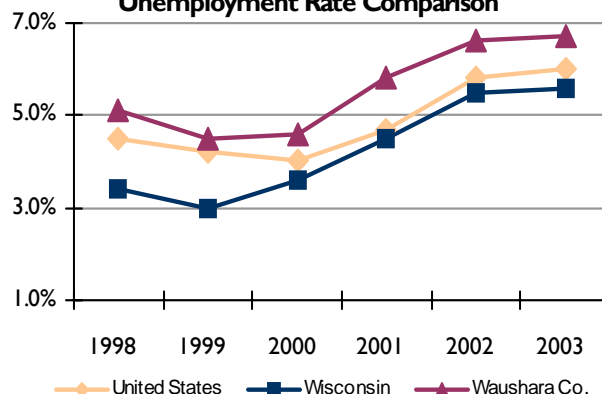
**Labor force participation in Waushara County**



Source: DWD, Office of Economic Advisors, July 2004

The participation rate in Waushara County was just below the national rate at 65 percent. While the number of inmates does affect the population data in the county, it is excluded when determining the participation rate in the county. This leaves 35 percent of the labor force aged population that is not attached to the county's labor force. This includes some students and individuals who

**Unemployment Rate Comparison**



**Waushara County Civilian Labor Force Data**

	1998	1999	2000	2001	2002	2003
Labor Force	10,554	10,160	10,913	11,638	11,608	12,112
Employed	10,018	9,703	10,406	10,966	10,837	11,299
Unemployed	536	457	507	672	771	813
Unemployment Rate	5.1%	4.5%	4.6%	5.8%	6.6%	6.7%

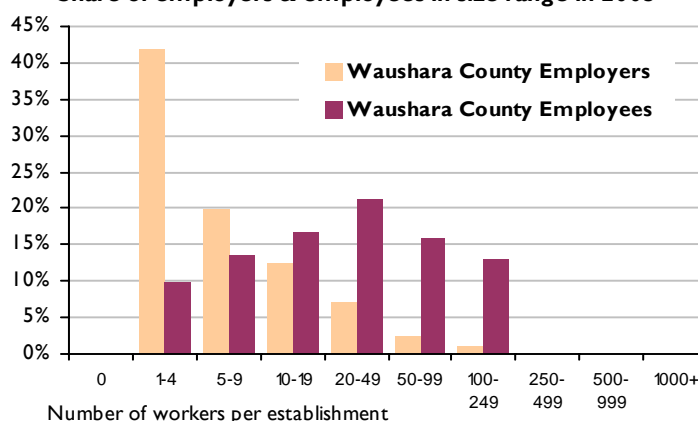
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

## Employers by Size

Over 70 percent of the county's employers have fewer than 20 workers. This group of employers provided nearly 40 percent of the jobs in the county. Fewer than five percent of the employers in the county have over 50 workers. This five percent provides just under 30 percent of the county's jobs. The largest portion of workers in the county are employed by employers with 20 to 49 workers with just over 21 percent of the jobs.

Small employers in the county provide a larger portion of the county's jobs than the statewide average where most of the jobs are with a small percentage of the large employer with over 250 workers.

**Share of employers & employees in size range in 2003**



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

## Industry & employers by size

The county has a very diverse group of industries in the ten largest industries. It includes manufacturing, health-care, government, crop production, and industries related to tourism. Employment growth in the food services and drinking places industry had the greatest growth since 1999 adding 129 jobs.

The ten largest employers in the county are not as diverse

as the industries are. Five of these businesses come from the government sector. Although the data is suppressed, the prison would be in the justice, public order and safety activity industry group. However, based on their website they have about 280 staff. The ten largest employers in the county represent just under two percent of all the employers in the county, but at the same time provide three out of every ten jobs in the county.

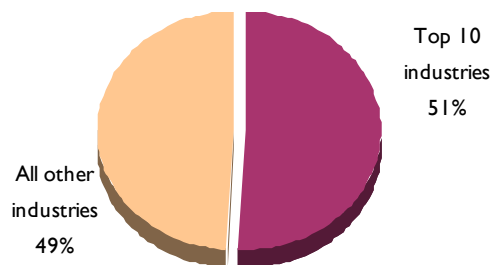
### Top 10 Industries in Waushara County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Educational services	5	564	15	-16
Food services & drinking places	45	561	38	128
Executive, legislative, & gen government	19	435	1	20
Justice, public order, & safety activity	suppressed	suppressed	not avail.	not avail.
Crop production	28	292	25	-11
Transportation equipment manufacturing	suppressed	suppressed	not avail.	not avail.
Nursing & residential care facilities	8	213	3	-31
Truck transportation	12	197	13	-6
Food & beverage stores	7	183	-21	-58
Machinery manufacturing	suppressed	suppressed	not avail.	not avail.

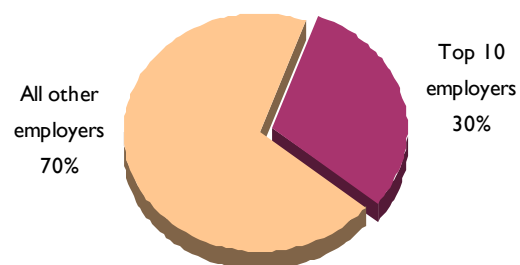
### Top 10 Employers in Waushara County

Establishment	Product or Service	Size (Dec. 2003)
County of Waushara	Executive and legislative offices, combined	250-499 employees
Department of Corrections	Correctional institutions	250-499 employees
Wautoma Public School	School and employee bus transportation	250-499 employees
Jason Incorporated (Milsco Mfg)	Motor vehicle seating and interior trim mfg.	100-249 employees
Fleet Guard Inc.	Miscellaneous general purpose machinery mfg.	100-249 employees
Tri-County Area School	Elementary and secondary schools	100-249 employees
Wild Rose Public School	Elementary and secondary schools	100-249 employees
The Copps Corp.	Supermarkets and other grocery stores	50-99 employees
Wild Rose Community Memorial	General medical and surgical hospitals	50-99 employees
Wisconsin Illinois Senior	Nursing care facilities	50-99 employees

Share of jobs in top 10 industries in Waushara County



Share of Waushara County jobs with top 10 employers

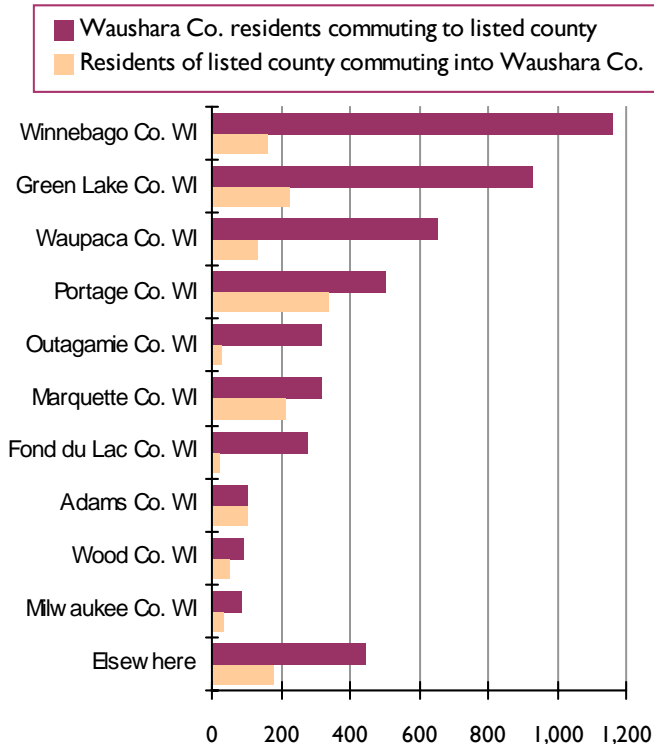


## Commuting

Not all of the county's residents work within the county, and not all of the jobs within the county are filled by local workers. Some of the workers work in neighboring counties. In some counties where cities and towns cross county lines, this may be nothing more than just crossing a street or river. In other places there may be a substantial commute.

Waushara County is primarily an exporter of workers. While the largest exchange of workers is with Winnebago County, there is a great deal of interaction with neighboring counties on all sides of Waushara. It should be noted that this data is based on the 2000 Census, so there may be some changes since that time especially with the opening of the prison in Red Granite.

There are nearly 3,400 more workers leaving the county for work than entering the county. The large number going to Winnebago is typical of an exchange between a rural county such as Waushara and a metropolitan county like Winnebago. Generally large metropolitan counties offer a wider variety of occupations and more opportunities for work along with higher wages than rural counties. Workers then work in the urban setting, but live in the rural area.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

## Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic Advisors website: <http://dwd.wisconsin.gov/oea/>. Wage tables are general guides to what is happening in the local labor market. The surveys are sent to approximately one-third of the employers in the state every year.

The surveys provide assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile 25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Waushara County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

## Employment and Wages

The average annual wage for all industry groups in Waushara County was at 67 percent of the statewide average. This is typical for non-metropolitan counties in Wisconsin. Generally wages are higher in the metropolitan areas and decrease as you get further from a metropolitan area. The overall average wage in the county was \$22,384.

The public administration industry had the highest average annual wage. This industry includes state, county and city government. The higher wages in this sector is partly a result of the prison in Red Granite bringing jobs to the area with jobs that pay higher than the average wages for the county.

Education and health had the second highest average annual wage, followed by trade, transportation, and utilities. The fact that an industry group has the highest average annual wage does not necessarily mean that the

### Average Annual Wage by Industry Division in 2003

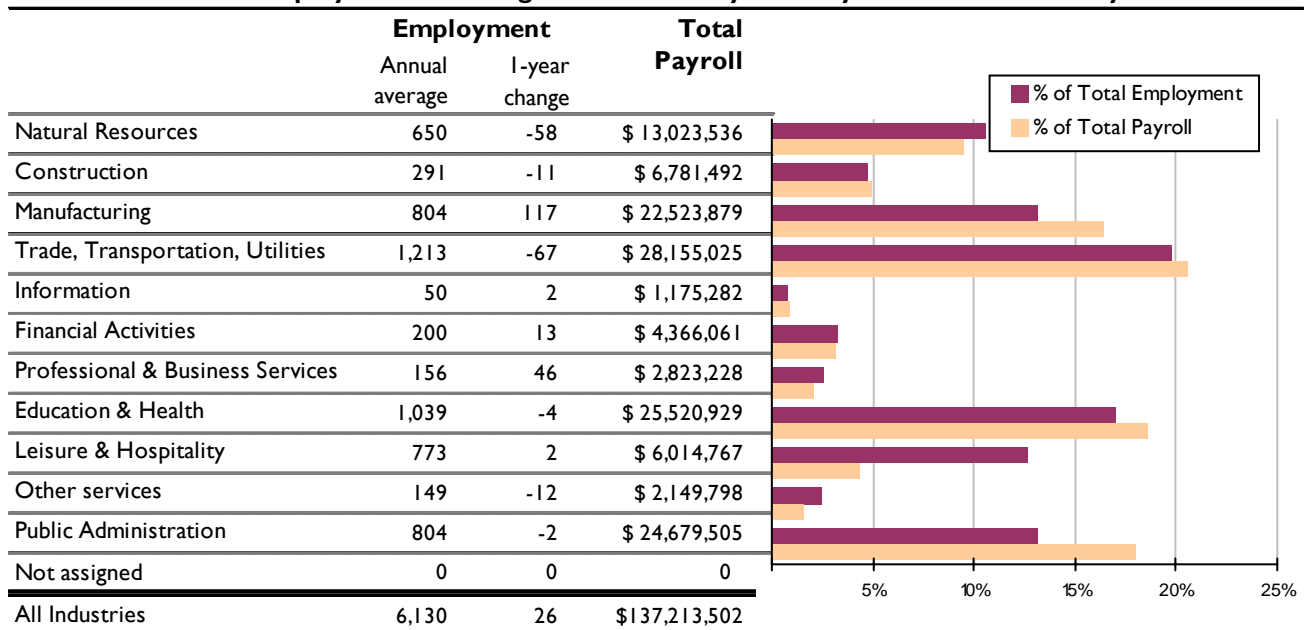
	Average Annual Wage Wisconsin	Average Annual Wage Waushara County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 22,384	67.0%	4.7%
Natural resources	\$ 25,723	\$ 20,036	77.9%	10.8%
Construction	\$ 40,228	\$ 23,304	57.9%	4.8%
Manufacturing	\$ 42,013	\$ 28,015	66.7%	0.4%
Trade, Transportation, Utilities	\$ 28,896	\$ 23,211	80.3%	6.1%
Information	\$ 39,175	\$ 23,506	60.0%	2.0%
Financial activities	\$ 42,946	\$ 21,830	50.8%	2.1%
Professional & Business Services	\$ 38,076	\$ 18,098	47.5%	-16.2%
Education & Health	\$ 35,045	\$ 24,563	70.1%	0.5%
Leisure & Hospitality	\$ 12,002	\$ 7,781	64.8%	2.5%
Other services	\$ 19,710	\$ 14,428	73.2%	5.8%
Public Administration	\$ 35,689	\$ 30,696	86.0%	8.8%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

industry has the highest hourly wage. Average annual wage does not take into account the number of hours worked, or if the jobs are seasonal.

Trade, transportation, and utilities industries have the greatest number of workers in the county with 1,213 workers and provide the greatest portion of the county's wages.

### 2003 Employment and Wage Distribution by Industry in Waushara County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004



## Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid-year total population estimates.

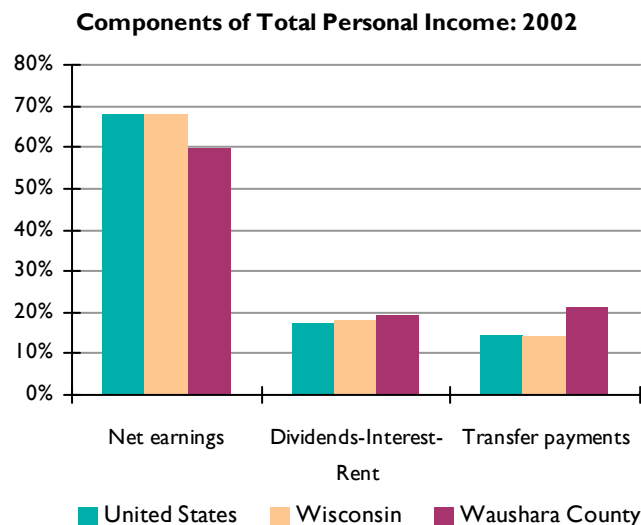
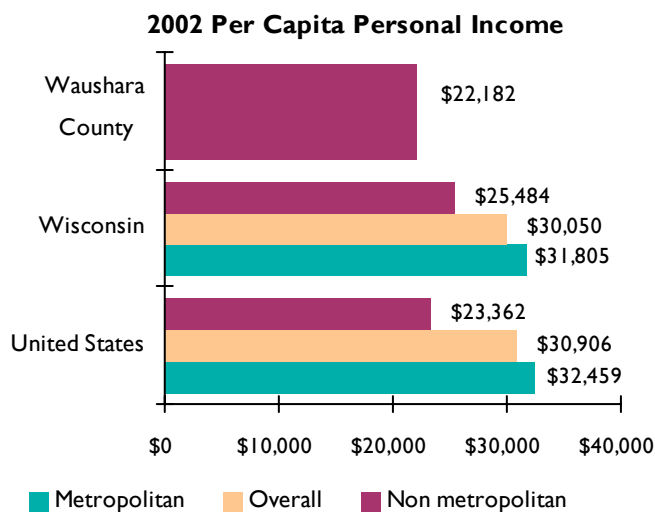
The majority of PCPI in Waushara County comes from net earnings, with smaller percentages coming from dividends, interests payments, and transfer payments. The percent of income from net earnings is lower than the state and national average. However, this is offset with a greater percent coming from dividends, interest and rent payments, and transfer

payments and may be the result of the high portion of an older and retired population in the county.

PCPI in the county is \$22,182. This is below the state and the nation. The growth rate for the county's PCPI over the last year was above the state and the nation. This is a change from one year ago, when PCPI in the county declined. The percent of growth of PCPI has been quite close to that of the nation over the last five years. Overall, in real dollars PCPI has increase 8.4 percent in the county since 1997 compared to 8.8 percent for the nation.

Per Capita Personal Income							Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Waushara County	\$18,249	\$19,218	\$19,715	\$20,910	\$21,521	\$22,182	3.1%	21.5%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Waushara County	\$20,455	\$21,211	\$21,289	\$21,845	\$21,861	\$22,182	1.5%	8.4%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

Dick Seidemann  
3620 Wilgus Av.  
Sheboygan, WI 53081  
Phone: 920-459-3845  
email: Richard.Seidemann@dwd.state.wi.us



**Metropolitan Statistical Area (MSA)** - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

**Non-metropolitan county** - Any county that is not a member of a metropolitan statistical area.

**Net Migration** - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

**Natural Change** - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

**Employed** - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

**Unemployed** - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

**Labor Force** - The sum of the employed and unemployed, whom are at least 16 years of age and older.

**Unemployment Rate** - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

**Labor Force Participation Rate (LFPR)** - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

**Suppressed** - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

**Total Personal Income** - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

**Per Capita Personal Income (PCPI)** - Total personal income divided by the total population.

**Current Dollars** - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

**CPI-U** - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.